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**Substitute teachers are  
needed for the  
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Schools**  
Positions are available at the elementary, middle and high school level. A Bachelor's degree is required. Pay is \$60 per day for these on call positions. Apply at the central office, 100 Maple Avenue (Town Hall Building.)

## Staff retirements

THOMAS M. KENNEDY  
DIRECTOR OF HUMAN RELATIONS

A number of staff members retired during the year or at the conclusion of the 2002/03 school year. It is important to recognize each of these individuals for their commitment and dedication to the children of Shrewsbury. The entire community wishes a happy and healthy retirement to all our retirees. Listed below are the names, position and years of service to Shrewsbury.

**HIGH SCHOOL**  
Mrs. Dorothy Bagley, Science Teacher, 20 years

Dr. Pauline Courchesne, Foreign Language Teacher, 20 years  
Ms. Gail Swenson, Director of Science and Technology, 19 years  
Mr. Thomas Kirklauskas, Mathematics Teacher, 31 years  
**MIDDLE SCHOOL**  
Mrs. Margaret Phillips, Assistant Principal, 21 years  
Mrs. Lucy Tessnau, Foreign Language Teacher, 34 years  
**COOLIDGE SCHOOL**  
Mrs. Lillian Clifford, Grade 4 Teacher, 25 years  
**FLORAL STREET**  
Mrs. Arlene Solan, Title One Reading Teacher, 5 years  
Mr. Peter Zona, Grade 4 Teacher, 37 years

## Shrewsbury Public Schools' notice of non-discrimination

The Shrewsbury Public Schools is required by the Massachusetts Department of Education to publish an annual statement of non-discrimination. This notice serves to meet that requirement.

The Massachusetts Equal Educational Opportunity statute, General Laws Chapter 76, & 5, ensures that all students have the right to equal educational opportunities in the public schools. The Shrewsbury Public School District is committed to ensuring equal educational opportunities for all students, and does not discriminate on the basis of race, color, sex, religion, national origin, sexual orientation or disability.

The Shrewsbury Public Schools is in compliance with all state and federal laws prohibiting discrimination and harassment.

The complete Statement of Non-discrimination can be obtained by contacting Superintendent's Office of the Shrewsbury School Department at 100 Maple Avenue, Shrewsbury, MA 01545 or by calling 508-841-8400 to request a copy.